

Superintendent Goals & Educator Annual Plan

<u>Edward A. Bouquillon PhD</u> <u>Superintendent-Director</u>	Plan Start and End Dates <u>July 1, 2016 – June 30, 2017</u>	Evaluated by: <u>School Committee</u>
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Leadership Goal #1
District Improvement

In accordance with the guidelines of Module 6, I will work with MSBA, SC, SBC, Architects, and OPM during the design development period to complete the final design in preparation for construction bid submission for the building project. (Target Date: Summer, 2017)

Superintendent Rubric Alignment (✓)

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| <input type="checkbox"/> Standard I: Instructional Leadership
A. <input type="checkbox"/> Curriculum Indicator
B. <input type="checkbox"/> Instruction Indicator
C. <input type="checkbox"/> Assessment Indicator
D. <input type="checkbox"/> Evaluation Indicator
E. <input type="checkbox"/> Data-Informed Decision Making Indicator
<input type="checkbox"/> Standard II: Management & Operations
A. <input type="checkbox"/> Environment Indicator
B. <input checked="" type="checkbox"/> Human Resources Management & Development Indicator
C. <input checked="" type="checkbox"/> Scheduling & Management Information Systems Indicator
D. <input type="checkbox"/> Law, Ethics & Policies Indicator
E. <input type="checkbox"/> Fiscal Systems Indicator | Standard III: Family and Community Engagement
A. <input type="checkbox"/> Engagement Indicator
B. <input type="checkbox"/> Sharing Responsibility Indicator
C. <input type="checkbox"/> Communication Indicator
D. <input type="checkbox"/> Family Concerns Indicator
<input type="checkbox"/> Standard IV: Professional Culture
A. <input checked="" type="checkbox"/> Commitment to High Standards Indicator
B. <input checked="" type="checkbox"/> Cultural Proficiency Indicator
C. <input checked="" type="checkbox"/> Communications Indicator
D. <input type="checkbox"/> Continuous Learning Indicator
E. <input checked="" type="checkbox"/> Shared Vision Indicator
F. <input checked="" type="checkbox"/> Managing Conflict Indicator |
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Timeline, Frequency, or Target Dates (i.e. Fall, Winter, Spring, Summer)	Strategies and Action Steps	Resources	Evidence/Benchmarks
	See OPM target dates and Project Timeline		School Building Reports and Minutes

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Leadership Goal #2 #4 District Improvement/Professional Practice

Acknowledging the DESE Targeted District Review and the NEASC Decennial Review, I will ensure alignment of the School Improvement Plan with School Committee Goals, Superintendent Leadership Goals, and School-Wide Goals. (Target Date: Draft November, 2016; Final January, 2017)

Superintendent Rubric Alignment (✓)

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| <p>Standard I: Instructional Leadership</p> <ul style="list-style-type: none"> A. <input checked="" type="checkbox"/> Curriculum Indicator B. <input checked="" type="checkbox"/> Instruction Indicator C. <input checked="" type="checkbox"/> Assessment Indicator D. <input checked="" type="checkbox"/> Evaluation Indicator E. <input checked="" type="checkbox"/> Data-Informed Decision Making Indicator <p>Standard II: Management & Operations</p> <ul style="list-style-type: none"> A. <input checked="" type="checkbox"/> Environment Indicator B. <input type="checkbox"/> Human Resources Management & Development Indicator C. <input checked="" type="checkbox"/> Scheduling & Management Information Systems Indicator D. <input checked="" type="checkbox"/> Law, Ethics & Policies Indicator E. <input type="checkbox"/> Fiscal Systems Indicator | <p>Standard III: Family and Community Engagement</p> <ul style="list-style-type: none"> A. <input checked="" type="checkbox"/> Engagement Indicator B. <input checked="" type="checkbox"/> Sharing Responsibility Indicator C. <input checked="" type="checkbox"/> Communication Indicator D. <input checked="" type="checkbox"/> Family Concerns Indicator <p>Standard IV: Professional Culture</p> <ul style="list-style-type: none"> A. <input checked="" type="checkbox"/> Commitment to High Standards Indicator B. <input checked="" type="checkbox"/> Cultural Proficiency Indicator C. <input checked="" type="checkbox"/> Communications Indicator D. <input checked="" type="checkbox"/> Continuous Learning Indicator E. <input checked="" type="checkbox"/> Shared Vision Indicator F. <input checked="" type="checkbox"/> Managing Conflict Indicator |
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Timeline, Frequency, or Target Dates (i.e. Fall, Winter, Spring, Summer)	Strategies and Action Steps	Resources	Evidence/Benchmarks
Weekly, August 2016 – January 2017	Time will be allocated during Management Team meetings to write a new School Improvement Plan aligned to goals identified above including review of feedback from E-Team and School Committee. Final to be completed in January 2017.	Management Team	Draft SIP, November 15 Final, January 2017
Ongoing, August 2016 – January 2017	Time will be allocated during E-Team meetings to review and discuss draft School Improvement Plan.	E-Team	Minutes
September 2016	Principal to provide update on draft SIP work to School Committee.	Principal/Draft	Minutes
November 2016	Principal to provide update and request feedback on draft SIP work to School Committee.	Principal/Draft	Minutes
November – December 2016	School Committee to provide feedback on draft SIP.	School Committee/Draft	SC Feedback
January 2017	Principal to present final School Improvement Plan to School Committee for approval.	Principal/Final SIP/SC	Minutes

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Leadership Goal #3 Student Learning

In order to implement the DESE approved Education Program Plan, I will guide and support the Academy Development Team (ADT) established in 2015. Teacher leaders (ADT) will utilize Common Planning Time to develop guidelines and strategies for revising Student Portfolios, Senior Capstone Projects, and designing curriculum for the Minuteman 101 course and to meet the Curriculum Mapping goals, while deepening the practice of Professional Learning Communities throughout the school. (Target Date: Spring, 2017)

Superintendent Rubric Alignment (✓)

Standard I: Instructional Leadership A. <input checked="" type="checkbox"/> Curriculum Indicator B. <input checked="" type="checkbox"/> Instruction Indicator C. <input checked="" type="checkbox"/> Assessment Indicator D. <input checked="" type="checkbox"/> Evaluation Indicator E. <input checked="" type="checkbox"/> Data-Informed Decision Making Indicator Standard II: Management & Operations A. <input checked="" type="checkbox"/> Environment Indicator B. <input checked="" type="checkbox"/> Human Resources Management & Development Indicator C. <input type="checkbox"/> Scheduling & Management Information Systems Indicator D. <input type="checkbox"/> Law, Ethics & Policies Indicator E. <input type="checkbox"/> Fiscal Systems Indicator	Standard III: Family and Community Engagement A. <input checked="" type="checkbox"/> Engagement Indicator B. <input checked="" type="checkbox"/> Sharing Responsibility Indicator C. <input checked="" type="checkbox"/> Communication Indicator D. <input type="checkbox"/> Family Concerns Indicator Standard IV: Professional Culture A. <input checked="" type="checkbox"/> Commitment to High Standards Indicator B. <input checked="" type="checkbox"/> Cultural Proficiency Indicator C. <input checked="" type="checkbox"/> Communications Indicator D. <input checked="" type="checkbox"/> Continuous Learning Indicator E. <input checked="" type="checkbox"/> Shared Vision Indicator F. <input checked="" type="checkbox"/> Managing Conflict Indicator
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Timeline, Frequency, or Target Dates <small>(i.e. Fall, Winter, Spring, Summer)</small>	Strategies and Action Steps	Resources	Evidence/Benchmarks
Summer 2016	ADT (18 staff) will work on Minuteman 101, Capstone/Senior Project, and Curriculum Mapping,	3 CTE Maps 3 Academic Maps Existing Senior Project and Capstone materials	Curriculum materials for Minuteman 101; Guides/Timelines for Senior Project and Senior Capstone Project
Summer 2016	ADT members will attend training in Professional Learning Communities.		Work Products
Fall 2016	Administrators will form a team and participate in the DESE Special Education Training Task Force.	CTE Director, Curriculum and Assessment Director, and SPED Director	Team Report
2015-2016	Weekly Common Planning time will be focused on this goal.		Professional Development Calendar
Ongoing	ADT will provide professional development to faculty, according to the PD calendar.		Professional Development Calendar.
Spring 2017	ADT will present a progress report to the School Committee.		Minutes

Meeting was held on: _____ Date: _____

Superintendent Signature _____ Date: _____

Committee Chair Signature: _____ Date: _____